

## Message Text

UNCLASSIFIED

PAGE 01 LONDON 03365 281701Z  
ACTION IO-13

INFO OCT-01 EUR-12 ISO-00 LAB-04 SIL-01 CPR-01 /032 W  
-----010225 075285 /66

R 281650Z FEB 77  
FM AMEMBASSY LONDON  
TO SECSTATE WASHDC 1057

UNCLAS LONDON 03365

DEPARTMENT PASS LABOR

E.O. 11652: N/A  
TAGS: ELAB. PORG, AORG, IT UN  
SUBJECT: APPLICABILITY OF MINIMUM WAGE TO FOREIGN  
DOMESTIC EMPLOYEES OF EMPLOYEES OF INTER-  
NATIONAL ORGANIZATIONS

REF: STATE 311189

THE DEPARTMENT OF EMPLOYMENT HAS JUST REPLIED TO OUR  
REQUEST CONCERNING INFORMATION SOUGHT IN REFTEL AS  
FOLLOWS:

1. THERE IS NO GENERAL LEGISLATIVE CONTROL OF MINIMUM  
WAGES IN THE U.K. THAT APPLIES ACROSS THE BOARD. TWO  
AREAS OF SPECIFIC CONTROL EXIST, DESCRIBED IN PARAS  
2 AND 3, AND CONSULTATION WITH THE DEPARTMENT OF  
EMPLOYMENT CONFIRMS THAT IT IS EXTREMELY DOUBTFUL IF  
THESE WOULD APPLY TO THE EMPLOYEES IN QUESTION.
2. THE WAGES COUNCILS: WAGES COUNCILS HAVE BEEN SET  
UP IN CERTAIN INDUSTRIES UNDER STATUTORY PROVISIONS  
TO LAY DOWN LEGALLY ENFORCEABLE MINIMUM RATES OF PAY  
AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT. EACH  
COUNCIL RELATES TO A SPECIFIC INDUSTRY AND CLEARLY  
DEFINES THOSE TYPES OF EMPLOYEES WHOSE WAGES ARE CON-  
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TROLLED BY ITS ORDERS. NO COUNCIL EXISTS FOR DOMESTIC  
STAFF OF ANY KIND AND IT IS THEREFORE DOUBTFUL THAT THE  
WAGES COUNCIL MACHINERY IS RELEVANT TO THE PRESENT  
PROBLEM.

3. SCHEDULE 11 OF THE EMPLOYMENT PROTECTION ACT (1975):  
NEW LEGISLATION, COMING INTO FORCE AT THE BEGINNING OF

1977, PROVIDES FOR THE EXTENSION OF THE RECOGNIZED TERMS AND CONDITIONS OF EMPLOYMENT IN A GIVEN INDUSTRY AND LOCALITY TO ALL COMPARABLE EMPLOYERS. THE LEGISLATIVE PROCEDURE' HOWEVER, DEPENDS UPON THE ACTION OF A REGISTERED TRADE UNION OR AN EMPLOYERS ASSOCIATION TO MAKE A CLAIM THAT LESS FAVORABLE TERMS AND CONDITIONS ARE BEING OBSERVED BY A PARTICULAR EMPLOYER. AS TRADE UNIONISM IS VIRTUALLY UNHEARD OF IN THE DOMESTIC SERVICES TRADES THIS WOULD SEEM TO BE OF LITTLE APPLICATION IN THE CURRENT CIRCUMSTANCES. AS THE LAW ALSO REQUIRES FOR ALL TERMS AND CONDITIONS OF EMPLOYMENT TO BE CONSIDERED, IN THIS CASE THIS WOULD INCLUDE THE ROOM AND FOOD ETC.. IT SEEMS THAT ANY CLAIM UNDER SCHEDULE 11 WOULD BE UNLIKELY TO SUCCEED.

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## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01-Jan-1994 12:00:00 am  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** REPORTS, LAW, WAGES, PERSONNEL, LABOR FORCE, INTERNATIONAL ORGANIZATIONS  
**Control Number:** n/a  
**Copy:** SINGLE  
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**Decaption Note:**  
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**Disposition Approved on Date:**  
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**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
**Expiration:**  
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**Original Classification:** UNCLASSIFIED  
**Original Handling Restrictions:** n/a  
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**Reference:** 77 STATE 311189  
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**Review Exemptions:** n/a  
**Review Media Identifier:**  
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**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**SAS ID:** 3290053  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** APPLICABILITY OF MINIMUM WAGE TO FOREIGN DOMESTIC EMPLOYEES OF EMPLOYEES OF INTER- NATIONAL ORGANIZATIONS  
**TAGS:** ELAB, PORG, AORG, IT, UN  
**To:** STATE  
**Type:** TE  
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**Review Markings:**  
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